

Enlarge the job to include tasks that do not require repetitive motions

Reduces highly repetitive motions

Examples include:

- Having workers assemble an entire product from start to finish, rather than each being responsible for inserting a single part.
- Having workers share jobs to more evenly distribute repetitive motions.
- Adding paperwork, accounting, safety and health, or quality control duties to a job to increase variety.
- Arranging workers in teams or work cells to accomplish tasks instead of traditional assembly lines.
- Expanding a business to take on new types of work in order to increase variety.

Other benefits:

- Product quality often improves when workers are involved in more of the steps in production.
- Cross-trained workers can fill in for each other better when someone is absent.
- Jobs with more variety result in higher job satisfaction and employee morale.